

Policy Title	Responsible Operations Policy
Policy Number & Version	[The Policy Committee Administrator will provide the policy number and version, typically in the following format: ABC-123 (version 1).]
Last Revision Date	[The Policy Committee Administrator will provide the last revision date of the most recent policy version, typically in the following format: mm/dd/yyyy. This is the date on which the policy version goes into effect.]
Category	Environmental Health & Safety
Audience	GLOBAL
Department Issued By	Global EHS&S
Policy Owner	VP Global EHS & Business Continuity

PURPOSE

This Policy aligns with Goodyear’s commitment to conduct our business in accordance with applicable legal and ethical standards and supports a culture of workplace safety, environmental stewardship, operational resiliency, and product quality.

SCOPE

This Policy applies to all directors, officers, and salaried and hourly employees of the Goodyear family of companies worldwide (“Goodyear Associates”) and all agents or other third parties acting on behalf of Goodyear.

POLICY

Goodyear conducts our business in accordance with applicable legal and ethical standards. We are focused on a culture of safety and operate in a manner that protects our people, customers, planet, company, and good name. We use proven best practices to ensure we are maintaining our high-quality standards and improving efficiency while operating responsibly and mitigating impacts.

We have a global strategy deployment process where objectives cascade from senior leadership to regional operations to the site level. We have set company-wide goals and objectives that seek to continuously improve our Environmental, Health and Safety (EHS) systems and performance, reduce our environmental impact, increase our use of recycled and renewable materials and deliver value to our various stakeholders.

Corporate Responsibility

Goodyear has a long-standing commitment to corporate responsibility. Goodyear Better Future, our corporate responsibility framework, helps ensure corporate responsibility is integrated into all levels of the organization, promoting awareness and prioritization and driving innovation and alignment with Goodyear’s corporate strategy. As part of this commitment, we:

- Integrate sustainability to our business processes and functions
- Identify both opportunities and risks and develop strategies to address them
- Collaborate with our customers and other stakeholders to understand their own sustainability goals and outline ways we can work together to help achieve them
- Anticipate and respond to market trends, customer needs, supplier capabilities and investor interests
- Focus on expanding our corporate responsibility transparency
- Engage our associates in our sustainability story and encourage their ideas and perspective through educational forums

- Report annually on our high-priority sustainability topics—identified through formal stakeholder engagement processes—and progress through our Corporate Responsibility Report

Safety and Health

Goodyear is committed to operating facilities in compliance with applicable safety and health requirements, and we work to ensure that Goodyear’s facilities enhance quality of life in the workplace and in the communities in which we operate. Goodyear associates at every level of the organization are responsible for contributing to a culture that reduces risk of injury to themselves, their co-workers and others, and they should never compromise the safety or health of anyone, including themselves, for the sake of production or other results. In addition, all associates must stop work and report to a responsible manager if they know or have reason to believe that a workplace condition poses an unreasonable danger to the safety or health of the associate or others. In addition, we:

- Manage our facilities in compliance with Goodyear’s EHS Management System that is based on our global EHS standards and aligned to ISO 45001
- Continue to mature Plant Optimization, which is Goodyear’s manufacturing operating system that is built on the foundation of People and Environmental Care
- Train our leaders to lead with a Just Culture, which helps them to develop skills for positively influencing culture
- Encourage and educate all associates and contractors to take personal accountability and share ideas for continuously improving the safety and health of our workplaces
- Use third parties skilled in the identification of EHS risks to audit our sites on a regular basis

Injury Prevention

Goodyear is committed to achieving our goal of eliminating all serious injuries and fatalities from our workplace. Our EHS efforts are focused on reducing the risk of injuries, and we continue to learn and mature our injury prevention practices. As part of this commitment, we:

- Identify serious injury risks, which we refer to as Serious Injury Indicators, based on a review of incident history, external benchmarking and industry best practices
- Identify work-related hazards through associate pre-shift inspections, associate suggestions and formal inspections and audits conducted by facility management and safety teams
- Promote our Life Saving Practices, which are the actions all associates should follow when working in elevated risk situations
- Continue to integrate the Life Saving Practices into all aspects of how we work, including routine communications, performance management, daily management system, shop level audits and interactions and injury investigations, as well in as our global audit process

The Environment

Goodyear is committed to sustainable practices that protect both our people and our planet. We strive to reduce our environmental impact and conserve natural resources. To do this, we:

- Manage our facilities in compliance with Goodyear’s EHS Management System that is based on our global EHS standards and aligned to ISO 14001
- Use third parties skilled in the identification of EHS risks to audit our sites on a regular basis
- Follow our decarbonization roadmap, continue to implement strategies and explore new technologies to help us reach our SBTi-validated climate ambition - to reach net-zero greenhouse gas emissions by 2050
- Identify and implement energy projects that are aligned with a robust energy management strategy and set a goal to achieve 100% renewable energy usage in all our manufacturing facilities by 2040
- Establish processes and systems to reduce impacts from our operations, such as our Zero Waste to Landfill program and our programs to reduce solvent usage
- Strive to continuously reduce our water usage, tracking our water use and withdrawal at our manufacturing facilities

- Work to increase the use of renewable , recycled and bio-based raw materials in our product design and production
- Execute on our goal to fully replace petroleum-derived oils in our products by 2040
- Identify and implement strategies to improve inbound, cross-operational and outbound transportation efficiency and to reduce transport-related environmental impacts
- Examine our value chain to understand the potential impacts it may have on nature and biodiversity to determine strategies to mitigate these impacts

Operational Resiliency

Goodyear has a robust business continuity process in place to prepare for and react to disruptions that could affect our business. To support this process, we:

- Maintain global Business Continuity teams with representatives from each business unit and function that focus on minimizing disruptions and impacts from major risks
- Continue to use a risk-based, decision-making business continuity process that tracks both quantitative and qualitative indicators and includes continuous improvement
- Employ robust supply chain processes and practices to follow materials along development paths from agricultural production to storage, distribution, processing and manufacturing across the globe
- Evaluate our climate-related risks and opportunities annually to ensure we have an up-to-date view of both and an understanding of their significance under different climate scenarios

Product Quality

Quality is an integral part of our business strategy, and we strive to provide industry-leading tire quality, performance and service. To do this, we:

- Ensure consistent quality through our robust Quality Management System, which provides a framework for quality standards and best practices
- Conduct audits, by both local plant associates and regional functional experts, at our manufacturing facilities
- Adhere to specific ISO and international quality standards
- Review regularly our performance in this space and implement continuous improvement actions when necessary

POLICY VIOLATIONS

Any associate who violates, or requests that someone else violate, this Policy or applicable law is subject to appropriate discipline, up to and including termination of employment, forfeiture of benefits, and civil and criminal prosecution.

HOW TO RAISE CONCERNS OR QUESTIONS

If you have any questions or concerns, you may contact:

- Your manager;
- Your Human Resources representative;
- Your Environmental, Health, and Safety representative;
- The VP, Global Compliance & Ethics at 1-330-796-7288 (GTN 446-7288); the Director, Global Compliance & Ethics Operations at 1-330-796-0375 (GTN 446-0375); or a Regional Director, Compliance & Ethics (see Compliance & Ethics Website: <http://go.goodyear.com/ethics/> for contact information);
- The VP, Internal Audit at 1-330-796-0719 (GTN 446-0719);
- The Goodyear Integrity Hotline at: <https://goodyear.ethicspoint.com>. In the United States and Canada, you can call toll-free: 1-888-GY-HOTLINE (1-888-494-6854). From all other countries, you can access dialing instructions at: <https://goodyear.ethicspoint.com> or place a reverse charge/collect call to +1-503-726-2371; or
- The Goodyear lawyer responsible for your business or function or the Office of the General Counsel.

Remember that Goodyear strictly prohibits any form of retaliation against individuals who report in good faith known or suspected violations of policy or law (even if those concerns are found to be unsubstantiated) or who participate and cooperate honestly and completely in an investigation.

RELATED POLICIES AND PROCEDURES

- Business Conduct Manual
- Global Human Rights Policy
- Supplier Code of Conduct
- Natural Rubber Procurement Policy
- Soybean Oil Procurement Policy